GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

Health, Medical & Family Welfare – Clinical Specialists In-Sourcing Policy by providing the Clinical Specialists in the Government hospitals – Orders issued.

HEALTH MEDICAL AND FAMILY WELFARE (A1) DEPARTMENT

G.O.Rt.No.353 **Dated:04-08-2016**

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ORDER:

Though material gains are few, the greatest reward is the satisfaction that comes to those who give of themselves to the betterment of others. Providing specialist health service is a great way to serve the community and also learn new skills. Government of Andhra Pradesh offers the unique opportunity to medical specialists to serve the community by sharing their valuable skills in public health facilities on a part-time/short-term basis.

2. Government after careful examination hereby accord permission to the "Clinical Specialists In-Sourcing Policy" enabling the willing Clinical Specialists to volunteer their valuable skills in public health facilities on a part-time/short-time basis.

3. The in-sourcing of specialists shall be under two categories as follows:-

a. Rendering free service:

This constitutes pool of specialists that seek to serve on part-time/sort-term basis without any expectations of remuneration on any travel allowance to work in Andhra Pradesh. While, this is highly desirable, it shall be within the ambit of guidelines/issued by Government. of India and Department of Health, Government of Andhra Pradesh as well as statutory requirements on medical practice by Medical Council of India.

b. Rendering paid service:

Interested applicants fulfilling the eligibility criteria of in-sourcing program could opt for a paid service opportunity on part-time/short-term basis. The extent of availability of such opportunity shall depend on facility case load, availability of supporting staff, infrastructure and other factors. While payment would be in form of honorarium, the extent of payment shall remain capped to the specialist fee as in case of NTR-Vaidhya Seva Program for the given procedure. The package amount of procedure received by the hospitals shall be bifurcated into HR costs and other costs. The HR costs shall further be bifurcated into specialists fee and other staff fee as per NTR-Vaidya Seva norms. The specialist fee in such cases shall not exceed 50% of total HR costs and 25% of total package cost.

The functions and modalities is as follows:-

1. Resident specialists of Andhra Pradesh seeking to serve in Andhra Pradesh Government Facilities:

For specialists in this group, Directorate of Medical Education shall be the coordinator. In the month of September and March every year, the Director of Medical Education shall collect specialists' requirements from all departments/institutions and declare a roaster of 'temporary specialists' requirement'. Based on this roaster, the specialists could opt for suitable places and dates. While effort would be made to make this as online booking on first come and first serve basis, Health Department shall not be obligated to offer any specialist a place of choice once the slots are full. All specialists seeking to apply shall need to meet eligibility as per MCI norms.

2. Residents of India (other than state of Andhra Pradesh) seeking to serve in Andhra Pradesh:

The state of Andhra Pradesh having deep cultural history, it is a known fact that Telugu speaking population are present in each and every state of the country. Specialists of Telugu/non-Telugu origin residing in other states may choose to serve in Andhra Pradesh on part-time/short-term basis. To facilitate this, Government of Andhra Pradesh, shall sign an MoU with Voluntary Health Association of India (VHAI) who will coordinate the duty roaster after taking the 'requirement calendar' from Directorate of Medical Education.

3. Non-Resident Indians/Global Citizens/Residents of non-Indian origin/Citizens of any other country which is a United Nation Member State:

Several Indian, non-Indians and global citizens (persons holding dual citizenships) could opt for serving in the state of Andhra Pradesh. To facilitate this, and considering the fact that such engagements would require to comply with statutory requirements of more than one country, Government of Andhra Pradesh shall engage with Indian Associations of respective countries to enable smooth implementation of specialist in-sourcing policy. The associations therefore could write to Directorate of Medical Education for an MoU, support government on formulation of duty roaster and coordination of roaster implementation. In such cases, associations shall he required to ensure MCI compatibility clearance for medical practice in India for the concerned specialists. Appropriate work visa for visiting specialists and travel insurance. While complete documentation shall be the responsibility of the associations, this would be verified in advance (not later than quarterly basis) for all prospective visitors by the Directorate of Medical Education.

Operational arrangements of the above policy is as follows:

"Specialist Services Cell"

The Health Medical & Family Welfare shall establish a Specialist Services cell under the Directorate of Medical Education to provide administrative support for specialists to serve in government teaching hospitals, district hospitals and public health facilities empanelled under the NTR-Vaidya Seva. The objective of in-sourcing of specialist human resource is to supplement and strengthen the hospital specialty services but not to replace the personnel. The Specialist service Cell shall work

under the administrative framework of Directorate of Medical Education under the Department of Health Medical & Family Welfare.

Clinical requirement identification (Clinical needs assessment by mapping the institutions):

The requirement of various specialists in Govt. medical colleges, district hospitals, FR-Vaidya Seva empanelled public health facilities shall be collected and collated by Directorate of Medical Education twice every year (September and March) and placed online on the website of DME. For online booking by specialists, they would require to be first empanelled by one of the three modalities detailed earlier (residents of AP: residents of other states in India: residents of other countries). Relevant documents shall be furnished in advance for due verification by the "Specialist Services Cell" which provides an applicant id. Only when the applicant id is made available, online booking could be done.

Eligibility Conditions:

Minimum Age:30 years; Maximum age limit 70 yrs with fitness certificate Minimum basic qualification: A post graduate degree/ super specialty degree (MD/MS/DM/MCh/DNB) from a medical university recognized by MCI (for application educated in/or living in India) with current validity of practicing license; A post graduate degree/ Board examination in the specialty at abroad duly compatible with /recognized by MCI. The equivalence certificate issued by MCI should be valid for the entire duration of short term engagement in Andhra Pradesh.

Minimum basic experience:

The applicant specialist must have a minimum of five years of post-qualification experience in the specialty applied for and the relevant certificate to that effect shall be submitted.

Number of Hours Required:

Specialists must commit to a minimum of 4 hours of service per week is required. However, the amount of hours may be subject to change depending upon the needs of the department and the Specialist (depending on the 3 modalities mentioned above) and with approval of the facility in-charge.

Processing Required:

Prospective Specialists must complete a Specialist application form which contains the names and telephone numbers of 2 professional references (non-relatives).

Health Related Documentation:

Specialists considering serving patient care areas and those coming from other countries must furnish fitness certificate.

Orientation and Training:

After completion of the interviews and paperwork have been completed, the prospective Specialist must call the Specialist Services Cell to reserve a seat for the mandatory orientation. Orientation topics include a general overview of the program, infection control policies,

environmental safety, liability, age-specific competencies, patient confidentiality, professional ethics, state /departmental/ hospital policies and respect for local culture and traditional practices. Specialists must complete a re-orientation programme and be evaluated annually to maintain an active status. The re- orientation is sent by mail.

Absences from planned duty roaster:

Specialists are expected to meet their commitments to their scheduled service hours. Facility in-charge must be notified of any absence in advance or as soon as possible. The Specialist Services Cell should be notified of any prolonged absence. After 3 consecutive spells of unexcused absence without notification, the Specialist Services Cell reserves the right to terminate the affiliation of a Specialist, in the interest of smooth operations. All Specialists must sign —in and —out when reporting for service.

4. The performance and outcome of this policy be evaluated and analyzed quantitatively and qualitatively facility-wise and uploaded in the Director of Medical Education website.

5. The Director of Medical Education, A.P., Hyderabad shall take necessary action accordingly.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

POONAM MALAKONDAIAH
PRINCIPAL SECRETARY TO GOVERNMENT

To
The Director of Medical Education, A.P. Hyderabad.
All the Head of the Departments in Medical and Health Department.
All the District Collectors in the State of A.P.
All the Superintendents of Teaching Hospitals in the State of A.P
All the DM&HOs in state of A.P.

Copy to:

The PS to Hon'ble Minister (Health & Medical Edcuation)
The PA to Principal Secretary, HM&FW Department.
Sf/Sc.

// FORWARDED :: BY ORDER//

SECTION OFFICER